

PERSONNEL POLICY
Fauquier County, Virginia

Policy Title:	Section No.:	Effective Date:
Post Offer/Annual	38	4/6/93
Physical Examinations for Designated High Risk Positions		Supersedes Policy: 4/2/91

PURPOSE

~~The purpose of physical examinations is to reduce health care costs through the reduction of claims, to reduce the liability/risk to the County, and to reduce potential further injury to the employee and/or the citizens.~~

SCOPE

~~All permanent employees who are either post offer employment candidates for high risk positions, or employees occupying high risk positions, shall be subject to the provisions of this policy. Post offer employment physical examinations, as outlined herein, shall be successfully passed prior to the employee's beginning work.~~

GENERAL PROVISIONS

- ~~I. All post offer employment candidates for high risk permanent positions, and employees occupying high risk permanent positions, are required to undergo a physical examination and to successfully pass such an examination in order to be hired for or to continue working in such positions.~~
- ~~II. The County will pay for any and all examinations/evaluations required under this section. The County will also pay for any additional examinations/evaluations required in follow up to post offer employment physicals only. The employee will bear all cost for any and all follow up examinations/evaluations beyond this stated coverage.~~
- ~~III. All physical examinations/evaluations paid for by the County will be performed by a licensed physician under contract with the County to perform such services. All examinations/evaluations not paid for by the County that are used to satisfy the requirements of this policy shall meet the standards set forth by the County and provide any and all information to the County's physician that is required.~~
- ~~IV. The Department of Personnel Services shall schedule the physical examination in coordination with the specific department/office.~~
- ~~V. The following applies to all post offer employment candidates and/or County employees required to undergo a physical examination:~~
 - ~~A. Based upon the recommendation of the examining physician, the post offer candidate or employee will or will not be authorized to begin or to continue employment in his/her officially assigned position, or will be temporarily or permanently reassigned to another service, if deemed necessary. All personnel actions required as a result of physical examination findings and examining physician recommendations will be effected in accordance with governing County Personnel Policy with emphasis given to precluding or alleviating any adverse impact on the employee.~~

~~B. Upon completion of the examination, the County physician will return the completed Physician's Certification form to the Department of Personnel Services.~~

~~VI. Department Heads/Constitutional Officers are responsible for designating all high risk positions and forwarding an appropriate list of such positions to the Department of Personnel Services. The Director of Personnel is responsible for approving such high risk designations based on a review of duties and responsibilities, and working conditions and physical demand factors described in the official position description.~~

~~A. Definition of a high risk position shall be:~~

- ~~1. Any position in which the employee's sudden incapacitation will very likely immediately result in additional injury to the employee, other employees, and/or County citizens.~~
- ~~2. Any employee whose work assignments normally involve more than 50% manual labor.~~
- ~~3. Any employee whose position requires physical prowess.~~

~~B. The procedure shall be a full post offer employment physical examination and subsequent annual limited evaluations thereafter.~~